

Title IX sexual misconduct rules in a nutshell

Schools receiving federal education funds "must ensure that students of all ages are not denied or limited in their ability to participate in or benefit from the school's educational programs or activities on the basis of sex," [according to Title IX guidelines](#).

A school can violate a student's rights under Title IX regarding student-on-student sexual violence by:

- allowing the creation of a hostile work environment, if the alleged conduct seriously limits or denies a fellow student's ability to participate in or benefit from the school's educational program; and
- failing, when notified, "to take prompt and effective steps reasonably calculated to end the sexual violence, eliminate the hostile environment, prevent its recurrence, and, as appropriate, remedy its effects."

A school is notified of student-on-student sexual violence according to the 2015 guidelines when:

- a student may have filed a grievance with or otherwise informed the school's Title IX coordinator;
- a student, parent, friend, or other individual may have reported an incident to a teacher, principal, campus law enforcement, staff in the office of student affairs, or other responsible employee; or,
- a teacher or dean may have witnessed the sexual violence;
- a member of the local community, social networking sites or the media notifies the school employees about sexual violence indirectly.

A school's responsibilities to address student-on-student sexual violence include:

- taking immediate and appropriate steps to investigate or otherwise determine what allegedly occurred and stop it from continuing;
- protecting the complainant and ensure his or her safety, regardless of race, gender or sexual preference;
- providing the complainant with periodic updates on the status of the investigation; and,
- ensuring that the complainant is aware of resources, such as victim advocacy, housing assistance, academic support, counseling, disability services, health and mental health services, as well as legal assistance, and the right to report a crime to campus or local law enforcement.

A school have procedures in place to prevent sexual violence and resolve complaints, which include:

- promoting prevention programs and awareness programs;
- adopting and publishing grievance procedures providing for the prompt and equitable resolution of student and employee sex discrimination complaints;

A school's designated employee(s) coordinating Title IX rules oversee(s) the school's response to reports and complaints as well as identifying and addressing any problems with the system.

- The coordinator conducts Title IX complaint investigations and determining appropriate sanctions against the perpetrator and remedies for the complainant.
- As part of this, the Title IX coordinator is required to create provisions for adequate, reliable, and impartial investigation of complaints, including the opportunity for both the complainant and alleged perpetrator to present witnesses and evidence.

Grievance procedures at schools should include:

- providing for prompt and equitable resolution of student and employee complaints of sex discrimination, including sexual violence.

Taken from the U.S. Dep. of Education: [Questions and Answers on Title IX and Sexual Violence](#)
2014